

**Exhibit 3**

**Participation in Job Fairs,  
School Tours  
and Career Days**

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**Barroso, William**

**From:** pn\_castagnet@hotmail.com  
**Sent:** Monday, July 13, 2009 3:46 PM  
**To:** Barroso, William M  
**Cc:** Nicholas, Jayme A  
**Subject:** Unity 08 Convention Info

Hi Will,

Hope all is well with you. Jayme asked me to put together a "brief" bit of info about the staff that worked the Unity Convention - see below. While Tom Hebel and Emily Barr put in an appearance - according to my records, only three WLS people worked in the booth. Please let me know if you need anything else. Take care - have a great summer - Nancy

UNITY: Journalists of Color, Inc. is a strategic alliance advocating fair and accurate news coverage about people of color, and aggressively challenging the industry to staff its organizations at all levels to reflect the nation's diversity. UNITY '08 Convention and Career Expo which convened at Chicago's McCormick Place in July, 2008, brought together journalists of color in an unprecedented networking, career-building and professional development event.

ABC Stations and ABC News shared staffing and responsibility for ABC's participation in the convention's career expo. WLS-TV staff participated in the booth activities by meeting with convention attendees to offer career guidance, demo CD and resume critiques and information about job opportunities. Booth participants included **Tony Shute, Wilson Toy, and Jennifer Graves.**

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Insert movie times and more without leaving Hotmail®. [See how.](#)

**Kalanarhos, Mary E.**

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**From:** Gina Ferraro [gferraro@gocsb.com]  
**Sent:** Friday, January 23, 2009 1:54 PM  
**To:** Kalanarhos, Mary E  
**Subject:** CSB-- EEOC List

Good afternoon,

My name is Gina Ferraro, I represent CSB School of Broadcasting in Downers Grove, IL. I have several students and grads that would be qualified to work at your station.

May we please be added to your EEOC job distribution list? You can send the list to [csbdownersgrove@gocsb.com](mailto:csbdownersgrove@gocsb.com) and [jobs@gocsb.com](mailto:jobs@gocsb.com).

If you distribute the list via snail mail, could you also send it to:  
3250 Lacey Road, Suite 130  
Downers Grove, IL 60515

-and-

203 N. LaSalle St. Suite 1350  
Chicago, IL 60601  
contact: David Chase  
[csbchicago@gocsb.com](mailto:csbchicago@gocsb.com)

Please contact me if you need any additional information.

Thank you,  
Gina Ferraro  
Career Advisor/Campus Coordinator  
CSB @ School of Broadcasting  
630-390-3568  
3250 Lacey Road, Suite 130  
Downers Grove, IL 60515  
"Get Connected at CSB"  
[gferraro@gocsb.com](mailto:gferraro@gocsb.com)

1/29/2009

## Barroso, William

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**From:** Fisher, Joyce A.  
**Sent:** Tuesday, July 07, 2009 4:21 PM  
**To:** Barroso, William  
**Subject:** RE: Talent



RE: School visits

*See attachment from Roz Varon.*

*Cheryl Burton visited Kennedy King College on April 16, 2009*



RE: School visits

*Alan Krashesky*

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**From:** Barroso, William  
**Sent:** Tuesday, July 07, 2009 11:19 AM  
**To:** Fisher, Joyce A.  
**Subject:** Talent

Joyce,

Would you happen to know if any talent have visited any schools between July 2008 and July 2009?

Will Barroso  
Payroll & Human Resources  
WLS TV / ABC 7  
190 N. State Street  
Chicago, IL 60601  
312-750-7260 Phone  
312-750-7790 Fax  
[william.m.barroso@abc.com](mailto:william.m.barroso@abc.com)

**Kalanarhos, Mary E.**

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**From:** Graves, Jennifer L [Jennifer.L.Graves@abc.com]  
**Sent:** Monday, November 24, 2008 3:31 PM  
**To:** Kalanarhos, Mary E  
**Subject:** FW: hi

Fyi, a Tracy Butler school visit.

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**From:** Butler, Tracy A.  
**Sent:** Thursday, November 13, 2008 10:11 AM  
**To:** Graves, Jennifer L.  
**Subject:** hi

Just wanted to let you know of a couple appearances coming up I have arranged. I'm sorry I haven't more informative about past school visits, but will try to be more diligent about that.

Thursday, November 20

El Sierra School

Career Day

1:00 pm

Saturday, December 6

Richard Marx charity concert to benefit Cystic Fibrosis

I'm not singing, just introducing a couple of the performers

I understand some of the performers are news personalities

Also, thank you for agreeing to let Mike work the 11am on Thanksgiving for me. I appreciate that.

**Tracy Butler**

**ABC7 Meteorologist**

**Kalanarhos, Mary E.**

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**From:** Caplan, Michael C.  
**Sent:** Thursday, November 13, 2008 12:31 PM  
**To:** Graves, Jennifer L.; Kalanarhos, Mary E.  
**Cc:** Palomar, Diana; Nicholas, Jayme A; Barr, Emily L.  
**Subject:** RE: Appearances

I spoke to the 5<sup>th</sup> graders at Country Meadows School in Long Grove this morning. Not sure if this is what you're after, but I think it may count.

Mike

11/13/2008

**Barroso, William**

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**From:** Krashesky, Alan D.  
**Sent:** Tuesday, July 07, 2009 3:06 PM  
**To:** Fisher, Joyce A.  
**Subject:** RE: School visits

April 24, 2009: Kennedy Jr. H.S., Lisle

Alan Krashesky  
Anchor/Reporter  
ABC 7 News  
190 N. State Street  
Chicago, IL 60601  
312.750.7490  
[alan.d.krashesky@abc.com](mailto:alan.d.krashesky@abc.com)



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**From:** Fisher, Joyce A.  
**Sent:** Tuesday, July 07, 2009 11:28 AM  
**To:** #WLSTV Reporters and Anchors  
**Subject:** School visits

It is that time again!

If you have visited schools between July, 2008 and now, please respond to this email with school and date.

Thank you.

Joyce Fisher-Barnes  
WLS-TV  
Newsroom  
190 N. State Street  
Chicago, IL 60601  
Tel. 312-750-7380  
Fax 312-899-8019  
Email: [joyce.a.fisher@abc.com](mailto:joyce.a.fisher@abc.com)

## WLS-TV Scheduling System

[illegible]



**Barroso, William**

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**From:** Varon, Rosalyn  
**Sent:** Tuesday, July 07, 2009 11:53 AM  
**To:** Fisher, Joyce A.  
**Subject:** RE: School visits

Hi Joyce,

I did Career Days at Roosevelt Middle School in River Forest on Thursday May 14<sup>th</sup> 2009.

-R ☺

*Rex Varon*

Traffic Anchor  
WLS-TV  
[rosalyn.varon@abc.com](mailto:rosalyn.varon@abc.com)  
(312) 750-7516

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**From:** Fisher, Joyce A.  
**Sent:** Tuesday, July 07, 2009 11:28 AM  
**To:** #WLSTV Reporters and Anchors  
**Subject:** School visits

It is that time again!

If you have visited schools between July, 2008 and now, please respond to this email with school and date.

Thank you.

Joyce Fisher-Barnes  
WLS-TV  
Newsroom  
190 N. State Street  
Chicago, IL 60601  
Tel. 312-750-7380  
Fax 312-899-8019  
Email: [joyce.a.fisher@abc.com](mailto:joyce.a.fisher@abc.com)

**Kalanarhos, Mary E.**

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**From:** Caplan, Michael C.  
**Sent:** Tuesday, November 17, 2009 1:48 PM  
**To:** Kalanarhos, Mary E.  
**Subject:** recent public visits

Mary Ellen, I spoke to 5<sup>th</sup> graders at Country Meadows school in Long Grove on Nov. 10, the 50s plus Senior group in Palatine on Nov. 13, and 2<sup>nd</sup> graders at Kildeer Countryside school Nov. 17.

Mike

**Barroso, William**

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**From:** Graves, Jennifer L.  
**Sent:** Friday, May 21, 2010 2:56 PM  
**To:** Barroso, William  
**Subject:** FW: Thank You!

Hey Will... Dvora asked me to send this to you to hold on for the next EEO report. I gave a tour to Free Spirit Media on 5/13/10... about 15 kids from Chicago Public Schools who are part of the Free Spirit Media program attended. A thank you note is below.

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**From:** Tracee Brock [mailto:tracee@freespiritmedia.org]  
**Sent:** Monday, May 17, 2010 3:32 PM  
**To:** Graves, Jennifer L  
**Subject:** Thank You!

Ms. Graves,

Our visit to ABC 7 and your personal tour was the highlight of our program's wrap-up week. Thank you for being so open to spend time with Free Spirit Media youth. We had our year end banquet for FSM News on Friday. Many parents were excited to hear about their son/daughter's experience at ABC.

We are looking forward to producing more FSM News this summer, and continuing to provide our students with the unique opportunity to showcase their work on ABC 7 via the web.

Many thanks!

Tracee Brock

On Thu, Apr 15, 2010 at 5:58 PM, Graves, Jennifer L <[Jennifer.L.Graves@abc.com](mailto:Jennifer.L.Graves@abc.com)> wrote:

Hi Tracee,

Thanks for the note. I'm sure we can work something out. Would you give me an idea of how many people would be here for the tour? That will help me decide what dates would work for us.

Thanks, Jennifer Graves

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**From:** Tracee Brock [mailto:tracee@freespiritmedia.org]  
**Sent:** Wednesday, April 14, 2010 2:10 PM  
**To:** Graves, Jennifer L  
**Cc:** Jeff McCarter  
**Subject:** FSM News Visit

Ms. Graves,

Hello, I'm Tracee Brock, the program coordinator for Free Spirit Media who instructs the team of youth that produce FSM News. I'd like to first say thank you for such a wonderful opportunity to broaden the viewing audience for our student-run newscast. The teens who produce FSM News are thrilled about being featured on ABC 7 Chicago on the web. The experience has opened their minds to even greater possibilities.

Our fall/spring program session is preparing to wrap. Perhaps this would be an excellent time to have the news team visit ABC 7. We'd love to have a tour and maybe even receive some professional feedback on the newscasts we've been submitting. This could help get their wheels turning for new and improved ideas for the summer session of FSM News.

Our youth meet on Tuesdays and Thursdays after school. The earliest we would be able to arrive at the station is 5:00 p.m. There is also the possibility that we could plan for a Friday, arriving at 4:30p.m. The last day of program for us is Thursday, May 13th. Would you be able to accommodate this visit?

Again, thank you for supporting FSM News! I hope to talk more soon.

Best,

Tracee Brock

--  
Tracee Brock  
Free Spirit Media  
Program Coordinator  
773.358.4100 ext.4268  
[tracee@freespiritmedia.org](mailto:tracee@freespiritmedia.org)  
[www.freespiritmedia.org](http://www.freespiritmedia.org)

Watch FSM News at [www.youtube.com/freespiritmedia](http://www.youtube.com/freespiritmedia)

--  
Tracee Brock  
Free Spirit Media  
Program Coordinator  
773.358.4100 ext.4268  
[tracee@freespiritmedia.org](mailto:tracee@freespiritmedia.org)  
[www.freespiritmedia.org](http://www.freespiritmedia.org)

Watch FSM News at [www.youtube.com/freespiritmedia](http://www.youtube.com/freespiritmedia)

May 13, 2010

Thursday

May 2010

June 2010

May 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31  
June 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

13

Thursday

Daily Tasks

Arranged By: Due Date

7:00

8:00

9:00

10:00

11:00

12:00

1:00

2:00

3:00

4:00

5:00

Free Spirit Media Tour---contact: Tracee Brock

6:00

**Kalanarhos, Mary E.**

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**From:** Krashesky, Alan D.  
**Sent:** Thursday, October 29, 2009 2:57 PM  
**To:** Graves, Jennifer L.; Kalanarhos, Mary E.  
**Subject:** Krashesky - School Visits

Recent school visits I've made for your files:

10/13/09 River Woods Elementary School, Naperville, IL

10/22/09 Neuqua Valley H.S., Naperville, IL

Alan Krashesky  
Anchor/Reporter  
ABC 7 News  
190 N. State Street  
Chicago, IL 60601  
312.750.7490  
[alan.d.krashesky@abc.com](mailto:alan.d.krashesky@abc.com)



10/23/2009 12:20

# OCTOBER 2009

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
4	5	6	7	8	9	10
BISHOP 6/8AM SCHWARZ 5/10P	BUTLER 5/11 SCHWARZ 10A-6P** CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ 4A-12N CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4/5/6/10 TAFT OFF	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BISHOP 6A SCHWARZ 6/10:30p
11	12	13	14	15	16	17
	<b>COLUMBUS DAY</b> BUTLER 5/11 SCHWARZ OFF CAPLAN PARADE TAFT 4 & 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER OFF SCHWARZ 5/11 CAPLAN 4 TAFT 5/6/10	BUTLER OFF SCHWARZ 5/11 CAPLAN 4 TAFT 5/6/10	BISHOP 6A SCHWARZ 10:30PM
18	19	20	21	22	23	24
SCHWARZ 6/8AM & 5/10P	BUTLER OFF SCHWARZ 4pm CAPLAN 5/11a TAFT 5/6/10	BUTLER OFF SCHWARZ 5/11 CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BISHOP 6A SCHWARZ 6/10:30p
25	26	27	28	29	30	31
SCHWARZ 6/8AM & 5/10P	BUTLER 5/11 SCHWARZ 10A-6P CAPLAN 4/5/6/10 TAFT OFF	BUTLER 5/11 SCHWARZ 4A-12N CAPLAN 4/5/6/10 TAFT OFF	BUTLER 5/11 SCHWARZ OFF CAPLAN 4/5/6/10 TAFT OFF	BUTLER 5/11 SCHWARZ OFF CAPLAN 4/5/6/10 TAFT OFF	BUTLER 5/11 SCHWARZ OFF CAPLAN 4/5/6/10 TAFT OFF	BISHOP 6A SCHWARZ 6/10:30p

\*\*SCHOOL VISIT AT ST JOHN LEBEOUF SCHOOL AT 1PM

### Anchor Schedule

[illegible]



# APRIL 2010

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
4 SCHWARZ 6/8AM & 5/10P	5 BUTLER 5/11 SCHWARZ 10A-6P CAPLAN 4 TAFT 5/6/10	6 BUTLER 5/11 SCHWARZ 4A-12N CAPLAN 4 TAFT 5/6/10	7 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	8 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	9 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	10 BISHOP 6A SCHWARZ 5/10PM
11 SCHWARZ 6/8AM & 5/10P	12 BUTLER 5/11 SCHWARZ 10A-6P CAPLAN 4 TAFT 5/6/10	13 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	14 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	15 BUTLER 5/11 SCHWARZ OFF CAPLAN OFF TAFT 4 & 5/6/10	16 BUTLER 5/11 SCHWARZ OFF CAPLAN OFF TAFT 4 & 5/6/10	17 BISHOP 6A SCHWARZ 5/10PM
18 SCHWARZ 6/8AM & 5/10P	19 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	20 BUTLER 5/11 SCHWARZ 4A-12N CAPLAN 4 TAFT 5/6/10	21 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	22 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	23 BUTLER OFF SCHWARZ 5/11a CAPLAN 4/5/6/10 TAFT OFF	24 BISHOP 6A SCHWARZ 5/10PM
25 SCHWARZ 6/8AM & 5/10P	26 BUTLER 5/11 SCHWARZ 10A-6P CAPLAN 4 TAFT 5/6/10	27 BUTLER 5/11 SCHWARZ 4A-12N CAPLAN 4 TAFT 5/6/10	28 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	29 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	30 BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	1 BISHOP 6A SCHWARZ 5/10PM

SCHWARZ SCHOOL VISIT AT 1PM - GAVIN MIDDLE SCHOOL IN INGLESIDE.

6/24/2010 8:28

# JUNE 2010

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
30	31	1	2	3	4	5
SCHWARZ 6/8AM & 5/10P CAPLAN 4 TAFT 5/6/10	BUTLER OFF SCHWARZ 4pm CAPLAN 5/11a TAFT 5/6/10	BUTLER 5/11 SCHWARZ 4A-12N CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4/5/6/10 TAFT OFF	BISHOP 6A SCHWARZ 5/10PM
6	7	8	9	10	11	12
SCHWARZ 6/8AM & 5/10P CAPLAN 4 TAFT 4 & 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN OFF TAFT 4 & 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN OFF TAFT 4 & 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN OFF TAFT 4 & 5/6/10	BUTLER OFF SCHWARZ 5/11a CAPLAN OFF TAFT 4 & 5/6/10	BUTLER OFF SCHWARZ 5/11a CAPLAN OFF TAFT 4 & 5/6/10	BISHOP 6A SCHWARZ 5/10PM
13	14	15	16	17	18	19
SCHWARZ 6/8AM & 5/10P CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BISHOP 6A SCHWARZ 5/10PM
20	21	22	23	24	25	26
SCHWARZ 6/8AM & 5/10P CAPLAN 4 TAFT 5/6/10	BUTLER OFF SCHWARZ OFF CAPLAN 5/11am TAFT 4 & 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER OFF SCHWARZ 5/11a CAPLAN 4/5/6/10 TAFT OFF	BISHOP 6A SCHWARZ 5/10PM
27	28	29	30	1	2	3
SCHWARZ 6/8AM & 5/10P CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ 10A-6P CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ 4A-12N* CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BUTLER 5/11 SCHWARZ OFF CAPLAN 4 TAFT 5/6/10	BISHOP 6A SCHWARZ 5/10PM

\*SCHWARZ SCHOOL VISIT ATMADISON SCHOOL IN HINSDALE...10-10:45

RIBFEST

RIBFEST

RIBFEST

**Barroso, William**

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**From:** Varon, Rosalyn  
**Sent:** Wednesday, April 20, 2011 4:25 AM  
**To:** Barroso, William  
**Subject:** FW: Roosevelt Middle School Career Day

Hi Will,

This is the best I can do for my speaking engagement in May of 2010. I hope this works for you!

Roz

*Roz Varon*

Traffic Anchor  
WLS-TV  
[rosalyn.varon@abc.com](mailto:rosalyn.varon@abc.com)  
(312) 750-7516

**From:** Janice Pyrce [<mailto:jpyrce@pyrcehealthcare.com>]  
**Sent:** Thursday, April 07, 2011 7:40 PM  
**To:** Varon, Rosalyn  
**Subject:** FW: Roosevelt Middle School Career Day

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**From:** Janice Pyrce <[jpyrce@pyrcehealthcare.com](mailto:jpyrce@pyrcehealthcare.com)>  
**Date:** Thu, 07 Apr 2011 19:33:34 -0500  
**To:** <[Rosalyn.Varon@abcnews.com](mailto:Rosalyn.Varon@abcnews.com)>  
**Subject:** Roosevelt Middle School Career Day

Hi Roz,

I am one of the organizers of this year's Roosevelt Middle School Career Day. I have heard stellar reports of your previous participation. I am hopeful that you can again join us for this event

Career Day is scheduled for Thursday, May 12th from 8 am to 11:20 am. It will again take place at Roosevelt Middle School in River Forest

Many thanks for your consideration, Hope you can join us

Warm regards, Jan Pyrce

(I am the mom of Alexandra Kagan. She and Sara were friends at Alcuin :>))

**Kalanarhos, Mary E.**

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**From:** Fisher, Joyce A.  
**Sent:** Tuesday, February 16, 2010 10:31 AM  
**To:** Kalanarhos, Mary E.  
**Subject:** FW: school appearance today

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**From:** Yu, Linda  
**Sent:** Tuesday, February 16, 2010 9:42 AM  
**To:** Toy, Wilson; Tom Robison; Erves, Arlene P  
**Cc:** Fisher, Joyce A.  
**Subject:** school appearance today

Hi ...  
I have to go visit a school today ... at 1 p.m.  
Should be back by 2:15 p.m.

Joyce:  
Its:  
Mark Sheridan Academy (elementary school)  
533 W. 27<sup>th</sup> St.  
Chicago

Love Linda

**Kalanarhos, Mary E.**

---

**From:** Fisher, Joyce A.  
**Sent:** Thursday, April 01, 2010 1:24 PM  
**To:** Barroso, William; Kalanarhos, Mary E.  
**Subject:** FW: spkg engagement

*Does universities count???*

---

**From:** Yu, Linda  
**Sent:** Thursday, April 01, 2010 12:42 PM  
**To:** Fisher, Joyce A.  
**Subject:** spkg engagement

Yesterday, March 31 .. I spoke at Northeastern Illinois University ....  
5500 St. Louis Ave.  
Chicago

It was part of their annual Asian American Heritage Conference.

Love Linda

**EXHIBIT 4**  
**EEO, HARASSMENT AND RELATED POLICIES**  
**FROM ABC MEDIA NETWORKS**  
**EMPLOYEE POLICY MANUAL**  
**AND THE WALT DISNEY COMPANY**  
**STANDARDS OF BUSINESS CONDUCT**

# **Employee Policy Manual**

## Equal Employment Opportunity

It is the policy of the Company to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. This policy extends, but is not limited, to recruitment and employment, promotion, demotion, transfer, layoff, termination, rate of pay and other forms of compensation, education, and training.

This policy also prohibits employees from harassing any other employee, guest, or other person in the course of the Company's business for any reason including, but not limited to, race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. See also the *Harassment* policy.

The Human Resources Department and all members of Management administer this policy.

1. All personnel decisions must be made without prejudice or discrimination in accordance with the principles of equal opportunity.
2. Retaliation against an employee who has made a good faith complaint about violation of this policy, or has cooperated with an investigation of such a complaint, is strictly prohibited.
3. Disciplinary action, not excluding termination, will be warranted if an employee fails to adhere to the provisions of this policy.
4. Employees who believe they have been harassed, discriminated, or retaliated against in violation of this policy should promptly report the facts of the incident and the name of the person involved to their Human Resources Department. Every report will be investigated.
5. Alternatively, employees may call the Company Guideline at (800) 699-4870. See also the *Complaints* policy, the *Harassment* policy, and the *Standards of Business Conduct* policy.



## Computer Usage and Security

It is the policy of the Company that its computer systems be used appropriately and in a secure environment.

The Information Technology Department and Management administer this policy.

### 1. Ownership of Assets and Licenses of Software

- A. All computer programs or data purchased or licensed by or developed for the Company are the property of the Company or its licensors. In no event shall any computer program, data, documentation, listing, source code, or object code be sold, licensed, released or loaned to individuals or entities outside the Company, without prior express permission of the Chief Information Officer and an appropriate written agreement prepared by the Legal Department.
- B. All electronic mail messages are the property of the Company.
- C. All purchases, leases or licenses by the Company of computer hardware or software must be made pursuant to written agreements approved by the Legal Department.

### 2. Appropriate Use

- A. Company owned, leased, licensed or operated computer systems, including hardware, software and data, are to be used for Company business. If a Company computer user is uncertain about whether any particular use is appropriate, he or she should seek a determination from his or her supervisor or the appropriate security administrator.
- B. Software or other copyrighted material licensed from a third party may be used only in accordance with the license agreement. If anyone using software or licensed material is uncertain about permitted uses, he or she should seek a determination from the Legal Department.
- C. The Company's computer systems may not be used for unlawful activities, including copying, distributing or storing copyrighted materials in violation of copyright laws or license agreements.
- D. The Company's computer systems may not be used for solicitation for religious, political, charitable, social or personal purposes. See also the *Solicitation/Distribution of Literature* policy.

## Computer Usage and Security (continued)

- E. Employees may not use racial epithets, make ethnic slurs, tell jokes, create, send, or retrieve any materials, or engage in other conduct that is inappropriate for the workplace based on race, sex, religion, sexual orientation, age, disability, national origin, or any other basis prohibited by state or federal law.
- F. The Company's computer systems may not be used for personal activities that incur additional costs to the Company or interfere with the employee's work performance.
- G. Internet users must honor posted remote site security and usage policies.

### 3. Confidential Information and Security

- A. Any access to any proprietary or confidential Company information by anyone without a need to know is prohibited.
- B. Any disclosure of any proprietary or confidential information, including employee, customer, or vendor information, to anyone without a need to know is prohibited.
- C. All employees are required to ensure that the Company's assets are protected against improper use, disclosure, theft, compromise or destruction. Employees must:
  - Follow all Security Policies and Standards issued by the Information Technology Department.
  - Not subvert or disable password, virus detection, or other security protections.
  - Not disclose or share passwords or other security features.
  - Not attempt unauthorized access to any Company computer system, device, site or asset.
  - Not attempt to access any Company computer system, device, network, site or other asset from any unauthorized device, location, or software.
  - Report incidents of any attempted information security breach or security lapse to management.
  - Participate in periodic security awareness training.

**Computer Usage and Security  
(continued)**

- D. The use of computer passwords does not constitute any promise of confidentiality to any employee regarding any communications or material created, accessed or stored through the use of such passwords.
  - E. Management, in its sole discretion and without further notice, may periodically access, monitor, review, disclose, and control any aspect of access to or use of Company computer resources (e.g., equipment, software, systems, networks, data, documentation, or files, including individual employee computer files, electronic mail, or Internet usage).
  - F. Employees whose employment with the Company has terminated or whose duties no longer require use of Company computer systems or access to Company data must return to their supervisor all Company property and equipment used in connection with Company computer systems. Such items include, without limitation, keys, access badges and computer equipment.
4. **Use of Systems by Non-Employees**
- A. Customers, suppliers or other third parties may use the Company computer systems when appropriate, only if authorized in writing by a director or vice president of the business unit with which they are associated. Non-employees must be identified as such in the directory of the electronic mail system.
  - B. Management which authorizes a non-employee's use of computer systems must notify the security administrator promptly when the non-employee terminates his or her business relationship with the Company, so that access to use of the computer systems may be terminated.
  - C. Employees designated as responsible for contract administration with a vendor, contractor or consultant who has access to, or is providing, Company computer hardware, software or data, are responsible for informing such vendor, contractor or consultant of this policy and for requiring compliance with this policy.
5. **Unsolicited Submission of Ideas**
- It is the long-standing policy of the Company not to accept the submission of ideas without prior authorized invitation. The word "ideas" in this context includes all creative suggestions, artwork, design, theme park attractions concepts, game proposals, scripts, treatments, manuscripts, and songs, in whatever form, from whatever source, and however communicated. As soon as an employee realizes that a message he or she has received constitutes the submission of an idea, the employee should stop reading the message and follow the guidelines as set forth in the *Unsolicited Submission of Creative Ideas* policy.
-

## Computer Usage and Security (continued)

### 6. Violations

Violations of this policy, including the making, acquiring or using of unauthorized copies of software or other copyrighted material, may result in disciplinary action, not excluding termination.

If employees learn of any violation of this policy, they must notify their department head.

### Harassment

It is the policy of the Company to provide a non-discriminatory and harassment-free work environment.

The Human Resources Department and Management administer this policy.

Employees are prohibited from harassing any employee, guest, or other person in the course of the Company's business for any reason including, but not limited to, race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. See also the *Equal Employment Opportunity* policy.

Sexual harassment is of two types, hostile environment and quid pro quo.

- A. Hostile environment sexual harassment includes, but is not limited to, conduct of a sexual nature, including unwelcome jokes, touching, comments, and the like, which unreasonably interferes with an employee's ability to perform his or her job because of the hostile environment which is created.
- B. Quid pro quo sexual harassment includes, but is not limited to, the making of unwanted sexual advances and/or requests for sexual favors where either submission to such conduct is made an explicit or implicit term or condition of employment, or an individual's submission to or rejection of such conduct is used as the basis for employment decisions affecting that individual.

Employees who believe they have been harassed should promptly report the facts of the incident and the name of the person involved to their Human Resources Department. Alternatively, employees may call the Company Guideline at (800) 699-4870.

Every incident of harassment reported to the Human Resources Department or the Company Guideline will be investigated in as confidential and expeditious a manner as possible.

Retaliation against an individual who has made a good faith complaint about harassment, or has cooperated with an investigation of such a complaint, is strictly prohibited.

Disciplinary action, not excluding termination, will be warranted if an employee fails to adhere to the provisions of this policy.

See also the *Equal Employment Opportunity* policy, the *Complaints* policy, and the *Standards of Business Conduct* policy.

The **Walt Disney** Company  
and Affiliated Companies

**Standards  
of  
Business Conduct**

## I. Ethical Standards

### B. Responsibility to Cast Members and Employees

Our Cast Members and employees are the cornerstone of our magic.

The Company and its management are committed to treating all Cast Members and employees with fairness, dignity and respect. We strive to provide our Cast Members and employees with a challenging, exciting and fulfilling environment.

#### Professional Development

We are committed to having our Cast Members and employees develop and advance professionally in a manner consistent with their abilities. Although

difficult decisions may arise in hiring, evaluating performance, promoting, disciplining or terminating Cast Members and employees, the Company expects such responsibilities to be carried out with fairness, discretion and respect for privacy, as well as compassion for the individuals involved.

### **Safety**

The Company is committed to providing a safe working environment for all its Cast Members and employees.

### **Diversity**

We seek to be multicultural, tapping the unique talents and potential of every member of our diverse work force. Our goals are to:

- Attract and sustain a work force that reflects our guests and customers, business partners, shareholders, labor markets and communities in which we do business; and
- Maintain a workplace that reflects open opportunity, where everyone is advantaged by their potential and no one is disadvantaged by their belonging to a particular group.

We are committed to these goals for their own sake, but we also believe that diversity is the best way to develop superior products and services.

### **Teamwork and Communications**

We are committed to providing open, free and effective channels of communication among Cast Members and employees, and between Cast Members, employees and the Company's management. Not only does open communications foster teamwork and facilitate a healthy working environment, but such free and open channels, both within departments and divisions, as well as between divisions, promote synergy and enable the Company as a whole to realize greater potential than the sum of its individual businesses.

### **Respect for the Individual**

We are committed to providing a work environment in which all Cast Members and employees are afforded the respect that they deserve, free of any discrimination or harassment. No discrimination on the basis of race, religion, color, sex, sexual orientation, national origin, age, marital status, covered veteran status, disability, pregnancy, or any other basis prohibited by applicable law will be allowed. Further, the Company expects Cast Members and



employees to treat each other with the same dignity and respect that they expect from the Company.

If you have any questions or  
concerns, please call:

Your Supervisor,

or

Your Human Resources representative,

or

The Corporate Legal Department  
8228-1301 or (818) 560-1301

or

The Guideline (800) 699-4870

The Guideline is one way for employees, Cast Members, vendors, suppliers, customers, and others to report 1) questionable activities — including questionable accounting or auditing matters; 2) complaints regarding the Company's accounting, internal accounting controls or auditing matters; or 3) to ask for guidance on any work-related issues, or to make the Company aware of any suspected unethical or illegal conduct, or violation at the Company.

The Guideline may be called any time, day or night, as it is available 24 hours a day, 365 days a year. The Company strictly prohibits any form of retaliation against anyone who reports any suspected wrongful conduct to the Company or any governmental agency. Reports are accepted anonymously, and the confidentiality of all reports will be maintained to the extent possible.

**EXHIBIT 5**  
**DOCUMENTATION OF ON-AIR**  
**AND ON-LINE ANNOUNCEMENTS**  
**SOLICITING ORGANIZATIONS**  
**TO JOIN COMPANY'S**  
**JOB POSTING MAILING LIST**

## WLS-TV

Run By : OZOGM

## CONTRACT SPOT PLACEMENT DETAIL

Run Date : 07/13/2009 04:58 PM

07/01/2008 To 07/31/2009

Page 1 of 1

WLS-TV(8113)

Contract : 154546 (WLS-TV EEOC ANNOUNCEMENT)

Estimate : EEOC ANNC

CPE

SAR

Buyer

Agency : WLS-TV

Brand : WLS-TV / EEOC ANNOUNCEMENT

AE : WLS WLS

Status	Day	Sched Date	Sched Time	Ln	Bk	Makegood	ISCI Code	RC	Len	Rate
I	Fri	07/11/2008	11:31:11AM	7			WLSTVEEOCANC	1	15	0
I	Mon	08/18/2008	11:39:29AM	8			WLSTVEEOCANC	1	15	0
I	Tue	09/23/2008	06:29:31AM	9			WLSTVEEOCANC	1	15	0
I	Wed	10/08/2008	03:29:00PM	10			WLSTVEEOCANC	1	15	0
I	Thu	11/13/2008	05:59:45AM	11			WLSTVEEOCANC	1	15	0
I	Fri	12/19/2008	05:15:25AM	12			WLSTVEEOCANC	1	15	0

Total Invoiced	:	0	<u>Spots</u>	<u>Dollars</u>
Total Aired	:	0	Contract (Gross) Total :	6 0
Total Scheduled	:	0	Adjustments :	0
Total Unscheduled	:	0	Actual Total :	6 0
		<u>Spots</u>	<u>Dollars</u>	
Total Preempts	:	0	0	
Total Resolved Preempts	:	0	0	
Total Unresolved Preempts	:	0	0	
Total Credit Resolved	:	0	0	

Status Codes :

I : INVOICED	A : AIRED
S : SCHEDULED	U : UNSCHEDULED
P : PREEMPTED	C : CREDIT RESOLVED

## ELS-DT-2

Run By : OZOGM

## CONTRACT SPOT PLACEMENT DETAIL

Run Date : 07/13/2009 05:05 PM

07/01/2008 To 07/31/2009

Page 1 of 1

WLS-TV(8113)

Contract: 154557 (WLS-TV EEOC ANNOUNCEMENT)  
 Estimate: D2 EEOC ANNC  
 CPE  
 SAR  
 Buyer  
 Agency: WLS-TV  
 Brand: WLS-TV / EEOC ANNOUNCEMENT  
 AE: WLS WLS

Status	Day	Sched Date	Sched Time	Ln	Bk	Makegood	ISCI Code	RC	Len	Rate
I	Tue	07/22/2008	08:44:46AM	7			WLSTVEEOCANC	1	15	0
I	Thu	08/07/2008	10:58:26AM	8			WLSTVEEOCANC	1	15	0
I	Fri	09/19/2008	10:58:26AM	9			WLSTVEEOCANC	1	15	0
I	Mon	10/20/2008	10:58:26AM	10			WLSTVEEOCANC	1	15	0
I	Wed	11/05/2008	10:58:26AM	11			WLSTVEEOCANC	1	15	0
I	Tue	12/23/2008	10:58:26AM	12			WLSTVEEOCANC	1	15	0

Total Invoiced	:	0	<u>Spots</u>	<u>Dollars</u>
Total Aired	:	0	Contract (Gross) Total :	6 0
Total Scheduled	:	0	Adjustments :	0
Total Unscheduled	:	0	Actual Total :	6 0
		<u>Spots</u>	<u>Dollars</u>	
Total Preempts	:	0	0	
Total Resolved Preempts	:	0	0	
Total Unresolved Preempts	:	0	0	
Total Credit Resolved	:	0	0	

Status Codes :

I : INVOICED	A : AIRED
S : SCHEDULED	U : UNSCHEDULED
P : PREEMPTED	C : CREDIT RESOLVED

## WLS-TV

Run By : OZOGM

## CONTRACT SPOT PLACEMENT DETAIL

Run Date : 06/24/2010 01:20 PM

07/01/2009 To 06/30/2010

Page 1 of 1

WLS-TV(8113)

Contract : 154546 (WLS-TV EEOC ANNOUNCEMENT)  
 Estimate : EEOC ANNC  
 CPE :  
 SAR :  
 Buyer :  
 Agency : WLS-TV  
 Brand : WLS-TV/EEOC ANNOUNCEMENT  
 AE : WLS WLS

Status	Day	Sched Date	Sched Time	Ln	Bk	Makegood	ISCI Code	RC	Len	Rate
I	Sun	08/02/2009	06:28:43AM	13			WLSTVEEOCANC	1	15	0
I	Fri	08/21/2009	07:43:08AM	14			WLSTVEEOCANC	1	15	0
I	Sat	09/12/2009	11:30:49PM	15			WLSTVEEOCANC	1	15	0
I	Sun	10/18/2009	04:43:01AM	16			WLSTVEEOCANC	1	15	0
I	Sun	11/22/2009	05:39:21AM	17			WLSTVEEOCANC	1	15	0
I	Thu	12/17/2009	07:58:56AM	18			WLSTVEEOCANC	1	15	0

Total Invoiced	:	0	<u>Spots</u>	<u>Dollars</u>
Total Aired	:	0	Contract (Gross) Total :	6 0
Total Scheduled	:	0	Adjustments :	0
Total Unscheduled	:	0	Actual Total :	6 0
		<u>Spots</u>	<u>Dollars</u>	
Total Preempts	:	0	0	
Total Resolved Preempts	:	0	0	
Total Unresolved Preempts	:	0	0	
Total Credit Resolved	:	0	0	

Status Codes :

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P : PREEMPTED	C : CREDIT RESOLVED

## ELS-DT-2

Run By : OZOGM

## CONTRACT SPOT PLACEMENT DETAIL

Run Date : 06/24/2010 01:21 PM

07/01/2009 To 06/30/2010

Page 1 of 1

WLS-TV(8113)

Contract : 154557 (WLS-TV EEOC ANNOUNCEMENT)  
 Estimate : D2 EEOC ANNC  
 CPE :  
 SAR :  
 Buyer :  
 Agency : WLS-TV  
 Brand : WLS-TV/EEOC ANNOUNCEMENT  
 AE : WLS WLS

Status	Day	Sched Date	Sched Time	Ln	Bk	Makegood	ISCI Code	RC	Len	Rate
I	Tue	07/21/2009	06:47:08PM	13			WLSTVEEOCANC	1	15	0
C	Fri	08/28/2009	10:51PM *	14			Credited	1	15	0
I	Wed	09/16/2009	06:45:54PM	15			WLSTVEEOCANC	1	15	0
I	Mon	10/19/2009	06:44:17PM	16			WLSTVEEOCANC	1	15	0
I	Thu	11/12/2009	06:47:01PM	17			WLSTVEEOCANC	1	15	0
I	Sun	12/27/2009	10:37:44PM	18			WLSTVEEOCANC	1	15	0

Total Invoiced	:	0		<u>Spots</u>	<u>Dollars</u>
Total Aired	:	0	Contract (Gross) Total :	6	0
Total Scheduled	:	0	Adjustments :		0
Total Unscheduled	:	0	Actual Total :	5	0
		<u>Spots</u>	<u>Dollars</u>		
Total Preempts	:	0	0		
Total Resolved Preempts	:	0	0		
Total Unresolved Preempts	:	0	0		
Total Credit Resolved	:	1	0		

Status Codes :

I : INVOICED      A : AIRED  
 S : SCHEDULED    U : UNSCHEDULED  
 P : PREEMPTED    C : CREDIT RESOLVED